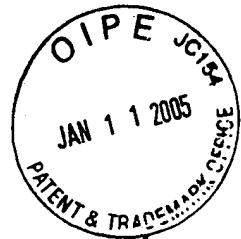


AG 2121

JPM



IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of: Scarborough et al.**Application No.** 09/921,993**Filed:** August 2, 2001**Confirmation No.** 6882**For:** DEVELOPMENT OF ELECTRONIC
EMPLOYEE SELECTION SYSTEMS AND
METHODS**Examiner:** George B. Davis**Art Unit:** 2121**Attorney Reference No.** 5437-60780-01**CERTIFICATE OF MAILING**

I hereby certify that this paper and the documents referred to as being attached or enclosed herewith are being deposited with the United States Postal Service as First Class Mail in an envelope addressed to: COMMISSIONER FOR PATENTS, P.O. BOX 1450, ALEXANDRIA, VA 22313-1450 on the date shown below.

Attorney
for Applicant(s)Date Mailed January 7, 2005*G.L. Maurer*

COMMISSIONER FOR PATENTS
P.O. BOX 1450
ALEXANDRIA, VA 22313-1450

TRANSMITTAL LETTER

Enclosed for filing in the application referenced above are the following:

- Information Disclosure Statement
 - Form 1449 and references cited thereon
 - IDS Fee of \$180.00
- The Director is hereby authorized to charge any additional fees that may be required, or credit over-payment, to Deposit Account No. 02-4550. A copy of this sheet is enclosed.
- Please return the enclosed postcard to confirm that the items listed above have been received.

Respectfully submitted,

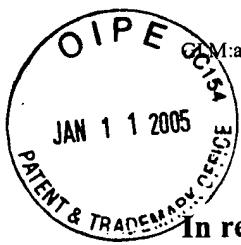
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By

G.L. Maurer
Gregory L. Maurer
Registration No. 43,781

cc: Docketing



IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

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Attorney
for Applicant(s)

Date Mailed January 7, 2005



INFORMATION DISCLOSURE STATEMENT PURSUANT TO
37 C.F.R. § 1.97(c)

Listed on the accompanying form PTO-1449 and enclosed herewith are several English-language documents. Applicants respectfully request that these documents be listed as references cited on the issued patent. This Information Disclosure Statement ("IDS") is being mailed before Applicants received a final action, a notice of allowance, or an action that otherwise closes prosecution in the referenced application.

Copies of United States patents and United States published patent applications do not have to be provided to the Patent Office (37 C.F.R. 1.98(a)(2)(ii)). Copies of unpublished U.S. applications do not have to be provided, as long as the application is available on PAIR, as this requirement of 37 C.F.R. § 1.98(a)(2)(iii) has been waived by the United States Patent and Trademark Office pursuant to the Official Gazette Notice on October 19, 2004 (1287 OG 163). Applicants will provide copies of such patents or applications upon request.

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Submitted herewith is a check for \$180.00 as required by 37 C.F.R. § 1.17(p) for filing this IDS in compliance with 1.97(c).

Please charge any additional fees which may be required in connection with filing this IDS, or credit any overpayment, to Deposit Account No. 02-4550. A duplicate copy of this sheet is enclosed.

The filing of this IDS shall not be construed to be an admission that the information cited in the statement is, or is considered to be, prior art or otherwise material to patentability as defined in 37 C.F.R. §1.56.

Respectfully submitted,

KLARQUIST SPARKMAN, LLP

By



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cc: Docketing

INFORMATION DISCLOSURE STATEMENT BY APPLICANT		Attorney Docket Number	5437-60780-01
		Application Number	09/921,993
		Filing Date	August 2, 2001
		First Named Inventor	Scarborough
		Art Unit	2121
		Examiner Name	George B. Davis

U.S. PATENT DOCUMENTS

Copies of trademarks Patent documents do not need to be provided, unless requested by the Patent and Trademark Office. For patents, provide the patent number and the issue date. For published U.S. applications, provide the publication number and the publication date. For unpublished pending patent applications, provide the application number and the filing date.

Examiner's Initials*	Cite No. (optional)	Number	Publication Date	Name of Applicant or Patentee
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		Liang et al., “Theory and Methodology: Personnel Selection Using Fuzzy MCDM Algorithm,” <i>European Journal of Operational Research</i> , Vol. 78, pages 22-33, 1994.		
		“Brainbench - The Skills Authority: Account Registration,” www.brainbench.com website archived May 11, 2000, 2 pages.		
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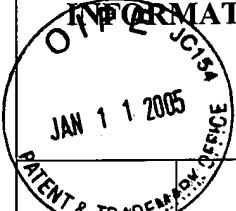
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* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.

INFORMATION DISCLOSURE STATEMENT BY APPLICANT <small>JAN 11 2005 PATENT & TRADEMARK OFFICE JCIS</small>		Attorney Docket Number	5437-60780-01
		Application Number	09/921,993
		Filing Date	August 2, 2001
		First Named Inventor	Scarborough
		Art Unit	2121
		Examiner Name	George B. Davis
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		Application Number 09/921,993
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		First Named Inventor Scarborough
		Art Unit 2121
		Examiner Name George B. Davis
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